

Leadership - Cultivating Environments of Learning, Change, and Growth

English District Conference | May 2023

Pastor Richard Snow, President – Nebraska District LCMS

Where we are headed

1. Leadership of self
2. Leadership principles
3. Reflection and discussion
4. Questions and Panel Answers
5. Bringing it home

Leadership of self

1. Encouraging others towards learning, change and growth begins and continues with ongoing *personal* learning, change, and growth.
2. We build off one another in discoveries, failures, and successes. Healing, change, and growth, happen in community.
3. Coaching is a key aspect in customizing where you need to focus and grow.
4. Encouragement and accountability are essential – Both coach and community not only cheer you on but can also be that little kick in the butt needed to push you through resistance to change.
5. Others will more likely be open to change and growth if you model it and invite them to join you in the process.
6. Change and growth will trickle out and influence all areas of your life.

Sabbath Rhythms

Marriage Enrichment

Practicing new habits (for example--prioritizing and schedule blocking)

Reflection and Discussion Questions

1. How are personal growth and transformation connected to growth and transformation for those you lead?

Leadership Principles

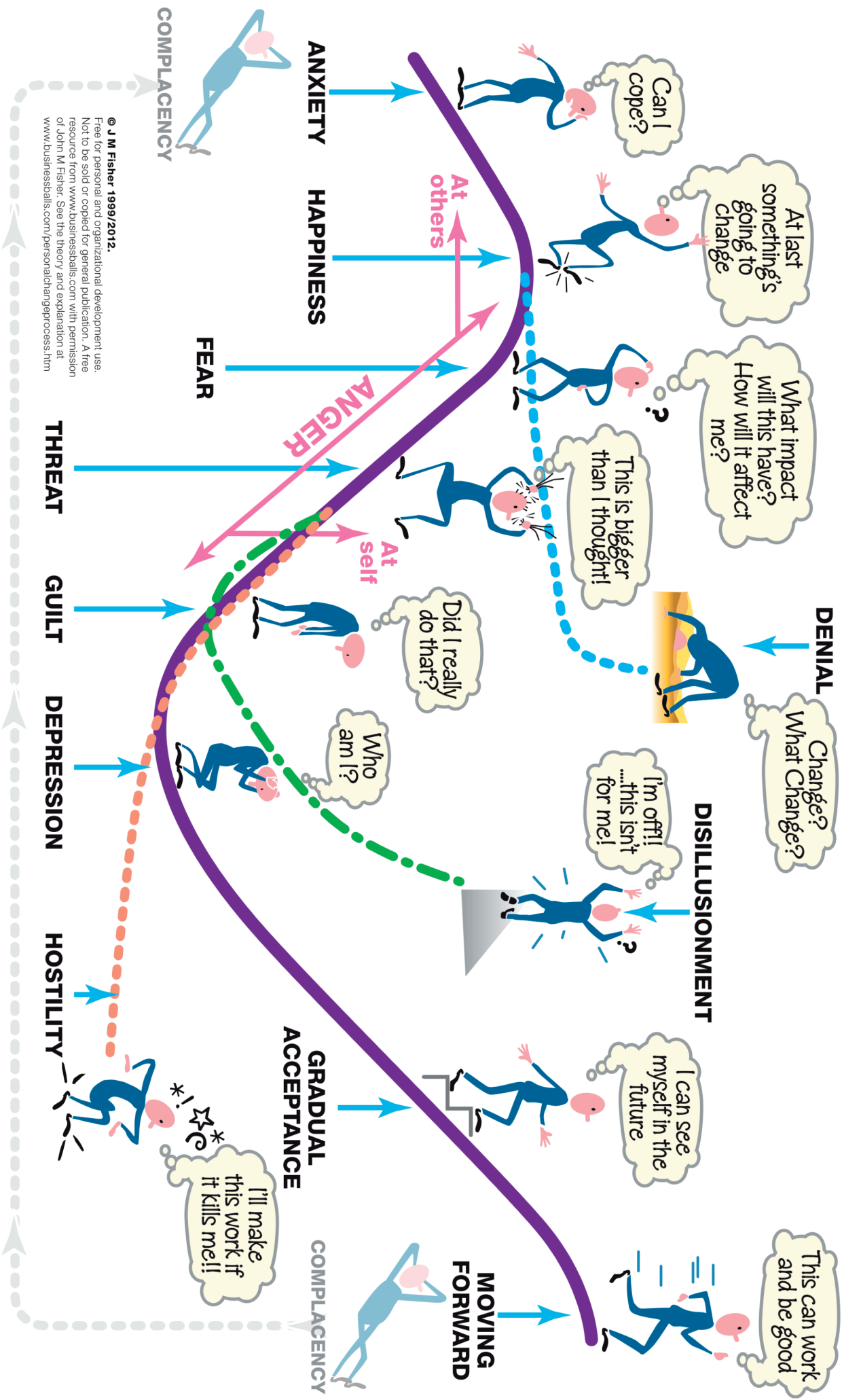
1. Recognize the change process is non-linear and full of emotions (John Fischer, 2012).
2. The growth cycle – information alone will not bring transformation. Change and growth require practice. Practice has to be clarified, shared out loud, and necessitates check ins.
3. Practicing a growth mindset is essential. Failure is a part of the growth cycle.
4. It is important to share your growth journey with others so they understand changes in your life.

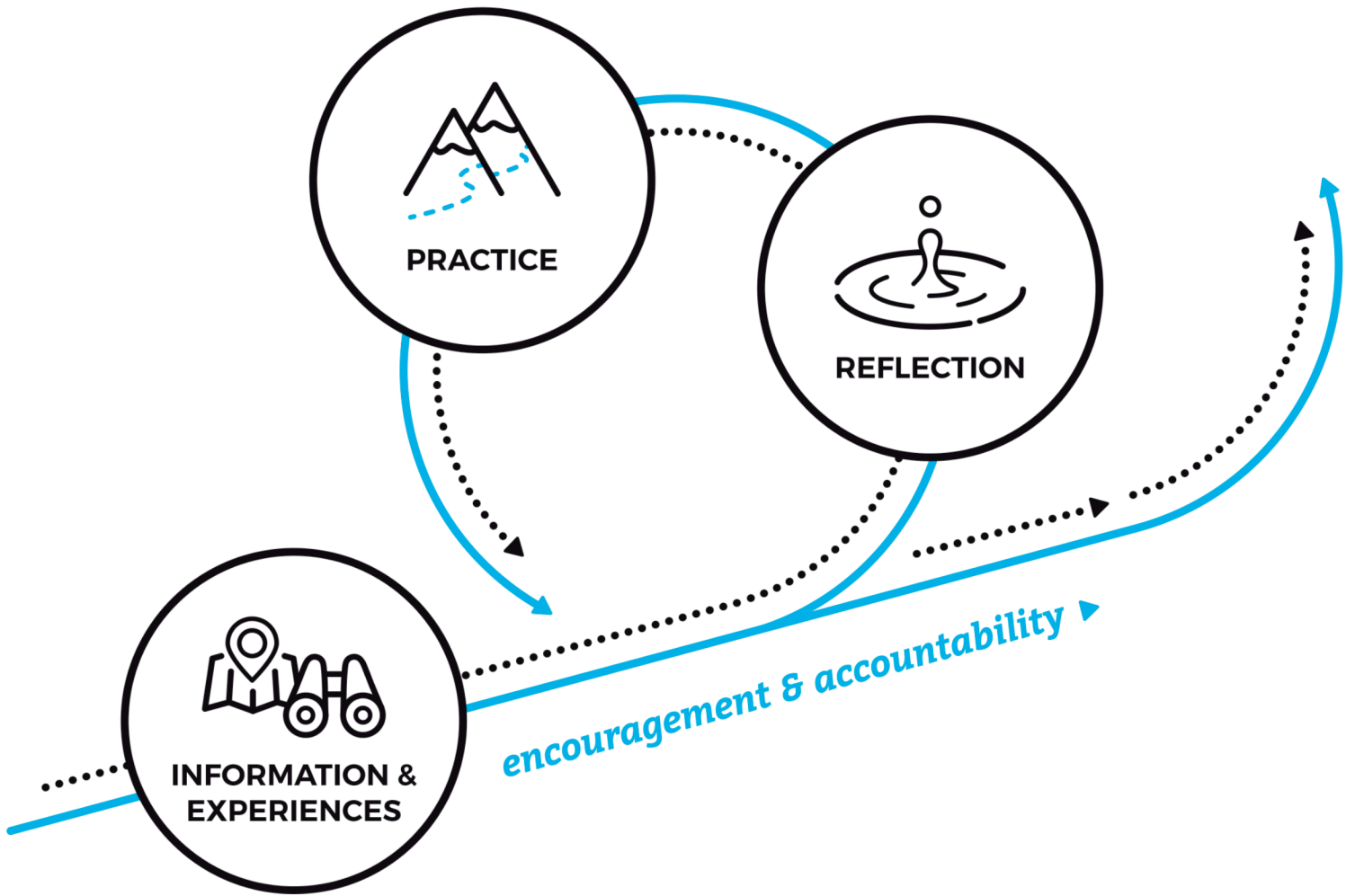
Reflection and Discussion Questions

1. Review the Growth Cycle and Growth Mindset. How might these help nudge a person along on the Personal Change J Curve? How might this reflect our experience in a life of repentance?

The Process of Transition - John Fisher, 2012

(Fisher's Personal Transition Curve)





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FIXED MINDSET

MINDSET

CHARACTERISTICS

GROWTH MINDSET

SKILLS ARE BORN
YOU CAN'T LEARN & GROW

BELIEFS

SKILLS ARE BUILT
YOU CAN LEARN & GROW

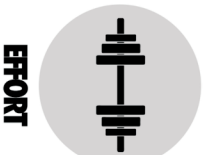
PERFORMANCE & OUTCOMES
NOT LOOKING BAD

FOCUS

THE PROCESS
GETTING BETTER

KEYS TO GROWTH

NOT NECESSARY
NOT USEFUL



EFFORT

USEFUL
WILL LEAD TO GROWTH

BACK DOWN & AVOID
FRAME AS A THREAT



CHALLENGES

EMBRACE & PERSEVERE
FRAME AS AN OPPORTUNITY

HATE THEM & GET DISCOURAGED
TRY TO AVOID MAKING THEM



MISTAKES

USE THEM TO LEARN
TREAT THEM AS OPPORTUNITIES

NOT HELPFUL
GET DEFENSIVE & TAKE PERSONALLY



FEEDBACK

USEFUL INFORMATION
APPRECIATE IT & USE IT TO GROW